



C_THR81_2305^{Q&As}

SAP Certified Application Associate - SAP SuccessFactors Employee
Central Core 1H/2023

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QUESTION 1

Employee Data

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onEdit, Base Object: Employee Information
- B. Event Type: onChange, Base Object: Employee Information
- C. Event Type: onSave, Base Object: Legal Entity
- D. Event Type: onInit, Base Object: Standard Hours

Correct Answer: D

QUESTION 2

Importing and Exporting Data Which actions can you perform with the Import and Export Data tool? Note: There are 2 correct answers to this question

- A. Download a template
- B. Import zip files
- C. Import employee records
- D. Export employee data

Correct Answer: AB

QUESTION 3

You are translating the Job Title field of the Engineer job classification so that users in different countries can see the job title in their own language. Where do you add the translations?

- A. In the Manage Data tool
- B. In the Configure Object Definitions tool
- C. In the Country Specific Corporate Data Model
- D. In the Corporate Data Model

Correct Answer: A



QUESTION 4

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will allow both workflows to continue
- B. The workflow triggered by the first transaction will override the request of the second transaction
- C. The workflow triggered by the second transaction will override the request of the first transaction
- D. The system will reject both workflows

Correct Answer: A

QUESTION 5

Data Models

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All Custom associations should be built as one-to-one
- B. All custom associations should be built between an XML FO and another XML U FO
- C. All custom associations Should be built as one-to-many
- D. All custom associations should be built between an MDF FO and another MDF U FO

Correct Answer: C

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